



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BADEN-WUERTTEMBERG
UNIT 29237
APO AE 09014-9237


IMEU-BW-ZA

7 July 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison (USAG) Baden-Wuerttemberg Command Policy
Memorandum #19, Mentoring

1. Excellence in any organization begins with a quality workforce. One of the best ways to achieve this is through growing and grooming a workforce through mentorship which is an extremely powerful tool that has been part of professional and leader development for some time.
2. The Army defines mentoring as a voluntary, developmental relationship that exists between a person of greater experience and a person of lesser experience. Mentoring can help improve competencies, leadership skills, self-awareness, and morale. It promotes learning, career planning, job enrichment, and career progression. Mentoring is an effective way to tap into the valuable resource of high potential employees and to instill a culture of assisting and developing less experienced employees to succeed. Through mentoring, experienced leaders are brought together with less experienced employees to enhance growth through sharing insights and experiences. The employee gains insight from someone who went through the same or similar situation and the mentor gains satisfaction from helping develop high potential employees within the organization.
3. In support of the Army and IMCOM's mentorship strategy, I challenge Garrison leaders to make a commitment to mentor one or more. I challenge every employee to research the value of mentoring and seek out a mentor of choice.
4. There is a vast amount of information and tools about mentoring available on the IMCOM Workforce Development Website, and the Army's Mentorship Resource Center on Army Knowledge Online. This is your opportunity to leave a legacy. I ask for your commitment and support.


BRYAN D. DECOSTER
COL, MI
Commanding

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